

# Federal Employee Viewpoint Survey Results

*Empowering employees. Inspiring change.*

## 2nd Level Subagency Comparison Report

## Environmental Protection Agency OFFICE OF INSPECTOR GENERAL

**Environmental Protection Agency**  
**OFFICE OF INSPECTOR GENERAL**  
***2nd Level Subagency Comparison Report***

This 2022 OPM Federal Employee Viewpoint Survey Report provides summary results for the core OPM FEVS, telework, and demographic items for your subagencies, including comparisons to your department or agency.

**Response Summary**

Organizations	Surveys Completed	Response Rate
_ Governmentwide	557,778	35.3%
_ Environmental Protection Agency	7,757	55.2%
_ <b>OFFICE OF INSPECTOR GENERAL</b>	<b>215</b>	<b>83.7%</b>
_ OFC OF SPECIAL REVIEW & EVALUATION	35	87.5%
_ OFFICE OF AUDIT AND EVALUATION	82	77.4%
_ OFFICE OF CHIEF OF STAFF	10	90.9%
_ OFFICE OF COUNSEL	17	89.5%
_ OFFICE OF INVESTIGATIONS	38	90.5%
_ OFFICE OF MANAGEMENT	33	84.6%

**Main Report Results**

The results include response percentages for each survey item. The definitions for the Positive, Neutral, and Negative response percentages vary in the following ways across the three primary response scales used in the survey:

Positive: *Strongly Agree* and *Agree* or *Always* and *Most of the time* or *Very Good* and *Good* or *Very Satisfied* and *Satisfied*

Neutral: *Neither Agree nor Disagree* or *Sometimes* or *Fair* or *Neither Satisfied nor Dissatisfied*

Negative: *Disagree* and *Strongly Disagree* or *Rarely* and *Never* or *Poor* and *Very Poor* or *Dissatisfied* and *Very Dissatisfied*

Positive, Neutral, and Negative percentages are based on the total number of responses (N) that are in these three categories. The number of *Do Not Know (DNK)*, *No Basis to Judge*, *There have been no recent hires in my work unit*, *I do not have any accessibility needs*, where applicable, is listed separately.

Two items on the OPM FEVS (Q12 and Q34) are negatively worded, so percent positive scores include *Strongly Disagree* or *Disagree* responses and percent negative scores include *Strongly Agree* or *Agree* responses.

*Note: Response rates are not displayed in the Response Summary table when there are fewer than 10 completed surveys. The report tables that follow do not include results for any subagency that had fewer than 10 completed surveys.*

## My Work Experience

### 1. I am given a real opportunity to improve my skills in my organization.

Organizations	N	Positive	Neutral	Negative
_ Governmentwide	554,191	68.0%	15.3%	16.6%
_ Environmental Protection Agency	7,720	76.9%	12.5%	10.6%
_ <b>OFFICE OF INSPECTOR GENERAL</b>	<b>213</b>	<b>76.7%</b>	<b>11.7%</b>	<b>11.6%</b>
_ OFC OF SPECIAL REVIEW & EVALUATION	35	74.4%	14.8%	10.8%
_ OFFICE OF AUDIT AND EVALUATION	80	83.0%	10.2%	6.7%
_ OFFICE OF CHIEF OF STAFF	10	89.7%	10.3%	0.0%
_ OFFICE OF COUNSEL	17	64.2%	19.2%	16.6%
_ OFFICE OF INVESTIGATIONS	38	70.9%	8.3%	20.8%
_ OFFICE OF MANAGEMENT	33	72.6%	12.4%	15.0%

### 2. I feel encouraged to come up with new and better ways of doing things.

Organizations	N	Positive	Neutral	Negative
_ Governmentwide	548,783	63.8%	16.2%	20.0%
_ Environmental Protection Agency	7,675	74.8%	12.4%	12.8%
_ <b>OFFICE OF INSPECTOR GENERAL</b>	<b>211</b>	<b>69.3%</b>	<b>13.4%</b>	<b>17.3%</b>
_ OFC OF SPECIAL REVIEW & EVALUATION	34	68.6%	8.8%	22.6%
_ OFFICE OF AUDIT AND EVALUATION	80	72.7%	14.4%	12.8%
_ OFFICE OF CHIEF OF STAFF	10	89.7%	10.3%	0.0%
_ OFFICE OF COUNSEL	17	65.8%	5.9%	28.4%
_ OFFICE OF INVESTIGATIONS	37	59.2%	19.5%	21.3%
_ OFFICE OF MANAGEMENT	33	68.7%	13.4%	18.0%

### 3. My work gives me a feeling of personal accomplishment.

Organizations	N	Positive	Neutral	Negative
_ Governmentwide	548,810	71.3%	14.6%	14.1%
_ Environmental Protection Agency	7,657	80.2%	11.6%	8.1%
_ <b>OFFICE OF INSPECTOR GENERAL</b>	<b>212</b>	<b>75.4%</b>	<b>14.1%</b>	<b>10.5%</b>
_ OFC OF SPECIAL REVIEW & EVALUATION	35	78.3%	13.8%	7.9%
_ OFFICE OF AUDIT AND EVALUATION	81	78.5%	14.4%	7.0%
_ OFFICE OF CHIEF OF STAFF	9	88.5%	11.5%	0.0%
_ OFFICE OF COUNSEL	17	71.5%	11.7%	16.8%
_ OFFICE OF INVESTIGATIONS	37	67.3%	16.2%	16.4%
_ OFFICE OF MANAGEMENT	33	72.1%	12.9%	15.0%

## My Work Experience (continued)

### 4. I know what is expected of me on the job.

Organizations	N	Positive	Neutral	Negative
_ Governmentwide	548,738	81.3%	10.1%	8.5%
_ Environmental Protection Agency	7,667	84.2%	9.2%	6.5%
_ <b>OFFICE OF INSPECTOR GENERAL</b>	<b>210</b>	<b>77.5%</b>	<b>12.7%</b>	<b>9.8%</b>
_ OFC OF SPECIAL REVIEW & EVALUATION	32	82.4%	9.3%	8.3%
_ OFFICE OF AUDIT AND EVALUATION	81	85.2%	10.6%	4.1%
_ OFFICE OF CHIEF OF STAFF	10	89.7%	10.3%	0.0%
_ OFFICE OF COUNSEL	17	45.1%	13.2%	41.7%
_ OFFICE OF INVESTIGATIONS	38	71.3%	13.6%	15.0%
_ OFFICE OF MANAGEMENT	32	73.2%	20.6%	6.2%

### 5. My workload is reasonable.

Organizations	N	Positive	Neutral	Negative
_ Governmentwide	553,302	61.4%	14.7%	23.8%
_ Environmental Protection Agency	7,700	58.2%	15.5%	26.3%
_ <b>OFFICE OF INSPECTOR GENERAL</b>	<b>213</b>	<b>64.2%</b>	<b>13.1%</b>	<b>22.7%</b>
_ OFC OF SPECIAL REVIEW & EVALUATION	35	56.3%	19.8%	23.8%
_ OFFICE OF AUDIT AND EVALUATION	80	71.0%	14.6%	14.4%
_ OFFICE OF CHIEF OF STAFF	10	80.3%	0.0%	19.7%
_ OFFICE OF COUNSEL	17	46.7%	11.7%	41.6%
_ OFFICE OF INVESTIGATIONS	38	71.3%	8.1%	20.5%
_ OFFICE OF MANAGEMENT	33	52.4%	12.4%	35.2%

### 6. My talents are used well in the workplace.

Organizations	N	Positive	Neutral	Negative
_ Governmentwide	546,839	62.7%	16.7%	20.5%
_ Environmental Protection Agency	7,626	68.6%	15.5%	15.8%
_ <b>OFFICE OF INSPECTOR GENERAL</b>	<b>212</b>	<b>64.6%</b>	<b>15.5%</b>	<b>20.0%</b>
_ OFC OF SPECIAL REVIEW & EVALUATION	35	54.3%	20.5%	25.2%
_ OFFICE OF AUDIT AND EVALUATION	81	68.2%	17.4%	14.4%
_ OFFICE OF CHIEF OF STAFF	10	69.0%	10.3%	20.7%
_ OFFICE OF COUNSEL	16	68.3%	0.0%	31.7%
_ OFFICE OF INVESTIGATIONS	37	59.4%	10.8%	29.8%
_ OFFICE OF MANAGEMENT	33	68.7%	19.3%	12.0%

## My Work Experience (continued)

### 7. I know how my work relates to the agency's goals.

Organizations	N	Positive	Neutral	Negative
_ Governmentwide	552,613	84.2%	9.3%	6.4%
_ Environmental Protection Agency	7,693	89.9%	6.5%	3.6%
_ <b>OFFICE OF INSPECTOR GENERAL</b>	<b>212</b>	<b>86.7%</b>	<b>9.4%</b>	<b>3.9%</b>
_ OFC OF SPECIAL REVIEW & EVALUATION	35	89.7%	7.9%	2.5%
_ OFFICE OF AUDIT AND EVALUATION	80	88.3%	10.1%	1.6%
_ OFFICE OF CHIEF OF STAFF	10	69.2%	20.4%	10.3%
_ OFFICE OF COUNSEL	17	83.2%	16.8%	0.0%
_ OFFICE OF INVESTIGATIONS	37	86.2%	8.4%	5.3%
_ OFFICE OF MANAGEMENT	33	87.2%	3.0%	9.8%

### 8. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.

Organizations	N	Positive	Neutral	Negative	DNK (N)
_ Governmentwide	533,120	70.0%	14.3%	15.7%	23,426
_ Environmental Protection Agency	7,277	75.3%	14.0%	10.7%	464
_ <b>OFFICE OF INSPECTOR GENERAL</b>	<b>208</b>	<b>74.3%</b>	<b>14.0%</b>	<b>11.7%</b>	<b>7</b>
_ OFC OF SPECIAL REVIEW & EVALUATION	34	78.9%	12.5%	8.6%	1
_ OFFICE OF AUDIT AND EVALUATION	79	79.5%	15.3%	5.3%	3
_ OFFICE OF CHIEF OF STAFF	7	71.8%	28.2%	0.0%	3
_ OFFICE OF COUNSEL	17	52.7%	7.3%	39.9%	0
_ OFFICE OF INVESTIGATIONS	38	71.6%	8.1%	20.2%	0
_ OFFICE OF MANAGEMENT	33	71.7%	19.3%	9.0%	0

### 9. I have enough information to do my job well.

Organizations	N	Positive	Neutral	Negative
_ Governmentwide	556,708	74.4%	14.0%	11.6%
_ Environmental Protection Agency	7,746	78.6%	12.5%	8.9%
_ <b>OFFICE OF INSPECTOR GENERAL</b>	<b>215</b>	<b>72.8%</b>	<b>14.5%</b>	<b>12.7%</b>
_ OFC OF SPECIAL REVIEW & EVALUATION	35	78.2%	16.4%	5.4%
_ OFFICE OF AUDIT AND EVALUATION	82	80.3%	11.2%	8.5%
_ OFFICE OF CHIEF OF STAFF	10	79.3%	20.7%	0.0%
_ OFFICE OF COUNSEL	17	46.9%	13.0%	40.1%
_ OFFICE OF INVESTIGATIONS	38	61.0%	15.5%	23.5%
_ OFFICE OF MANAGEMENT	33	72.8%	18.3%	8.9%

## My Work Experience (continued)

### 10. I receive the training I need to do my job well.

Organizations	N	Positive	Neutral	Negative
_ Governmentwide	556,658	64.7%	18.9%	16.4%
_ Environmental Protection Agency	7,737	69.4%	18.6%	12.0%
_ <b>OFFICE OF INSPECTOR GENERAL</b>	<b>215</b>	<b>73.6%</b>	<b>15.2%</b>	<b>11.3%</b>
_ OFC OF SPECIAL REVIEW & EVALUATION	35	71.5%	22.8%	5.7%
_ OFFICE OF AUDIT AND EVALUATION	82	80.7%	10.3%	9.0%
_ OFFICE OF CHIEF OF STAFF	10	79.5%	10.1%	10.3%
_ OFFICE OF COUNSEL	17	75.7%	6.0%	18.3%
_ OFFICE OF INVESTIGATIONS	38	63.4%	18.2%	18.4%
_ OFFICE OF MANAGEMENT	33	66.2%	22.2%	11.5%

### 11. I am held accountable for the quality of work I produce.

Organizations	N	Positive	Neutral	Negative
_ Governmentwide	556,225	87.3%	8.3%	4.4%
_ Environmental Protection Agency	7,728	90.7%	7.1%	2.2%
_ <b>OFFICE OF INSPECTOR GENERAL</b>	<b>215</b>	<b>89.7%</b>	<b>7.9%</b>	<b>2.4%</b>
_ OFC OF SPECIAL REVIEW & EVALUATION	35	91.4%	8.6%	0.0%
_ OFFICE OF AUDIT AND EVALUATION	82	88.1%	10.4%	1.5%
_ OFFICE OF CHIEF OF STAFF	10	100.0%	0.0%	0.0%
_ OFFICE OF COUNSEL	17	77.6%	10.8%	11.6%
_ OFFICE OF INVESTIGATIONS	38	94.6%	0.0%	5.4%
_ OFFICE OF MANAGEMENT	33	89.5%	10.5%	0.0%

### 12. Continually changing work priorities make it hard for me to produce high quality work.

Organizations	N	Positive	Neutral	Negative	NBJ (N)
_ Governmentwide	544,589	32.7%	25.8%	41.4%	12,053
_ Environmental Protection Agency	7,583	35.2%	26.8%	38.0%	157
_ <b>OFFICE OF INSPECTOR GENERAL</b>	<b>213</b>	<b>24.1%</b>	<b>22.0%</b>	<b>53.9%</b>	<b>2</b>
_ OFC OF SPECIAL REVIEW & EVALUATION	35	22.4%	23.5%	54.1%	0
_ OFFICE OF AUDIT AND EVALUATION	81	22.3%	18.3%	59.4%	1
_ OFFICE OF CHIEF OF STAFF	10	29.3%	30.3%	40.4%	0
_ OFFICE OF COUNSEL	17	16.8%	30.5%	52.7%	0
_ OFFICE OF INVESTIGATIONS	38	37.4%	19.0%	43.6%	0
_ OFFICE OF MANAGEMENT	32	17.8%	26.0%	56.2%	1

Note: This item is negatively worded, so percent positive scores include "Strongly Disagree" or "Disagree" responses and percent negative scores include "Strongly Agree" or "Agree" responses. Percent positive scores mean that continually changing work priorities do not make it hard for employees to produce high quality work.

## My Work Experience (continued)

### 13. I have a clear idea of how well I am doing my job.

Organizations	N	Positive	Neutral	Negative
_ Governmentwide	556,628	74.4%	15.0%	10.6%
_ Environmental Protection Agency	7,736	79.6%	13.2%	7.2%
_ <b>OFFICE OF INSPECTOR GENERAL</b>	<b>215</b>	<b>75.8%</b>	<b>14.8%</b>	<b>9.4%</b>
_ OFC OF SPECIAL REVIEW & EVALUATION	35	77.4%	17.3%	5.3%
_ OFFICE OF AUDIT AND EVALUATION	82	81.6%	11.9%	6.5%
_ OFFICE OF CHIEF OF STAFF	10	59.9%	40.1%	0.0%
_ OFFICE OF COUNSEL	17	51.5%	18.2%	30.2%
_ OFFICE OF INVESTIGATIONS	38	74.2%	10.5%	15.3%
_ OFFICE OF MANAGEMENT	33	78.3%	14.9%	6.7%

## My Work Unit

### 14. The people I work with cooperate to get the job done.

Organizations	N	Positive	Neutral	Negative
_ Governmentwide	556,436	80.3%	10.3%	9.4%
_ Environmental Protection Agency	7,735	88.0%	7.4%	4.7%
_ <b>OFFICE OF INSPECTOR GENERAL</b>	<b>213</b>	<b>86.8%</b>	<b>8.0%</b>	<b>5.3%</b>
_ OFC OF SPECIAL REVIEW & EVALUATION	35	91.4%	8.6%	0.0%
_ OFFICE OF AUDIT AND EVALUATION	80	90.5%	3.8%	5.7%
_ OFFICE OF CHIEF OF STAFF	10	89.7%	10.3%	0.0%
_ OFFICE OF COUNSEL	17	89.1%	5.2%	5.7%
_ OFFICE OF INVESTIGATIONS	38	73.9%	15.7%	10.4%
_ OFFICE OF MANAGEMENT	33	84.8%	9.7%	5.5%

## My Work Unit (continued)

### 15. In my work unit poor performers usually (select all that apply):

Organizations	N	Remain In Work Unit And Improve Over Time	Remain In Work Unit And Continue To Under- Perform	Leave Work Unit- Removed or Transferred	Leave Work Unit- Quit	No Poor Performers In Work Unit	Do Not Know
_ Governmentwide	556,385	16.1%	42.2%	10.1%	6.3%	19.5%	20.8%
_ Environmental Protection Agency	7,735	14.2%	32.5%	6.8%	3.5%	28.7%	24.0%
_ <b>OFFICE OF INSPECTOR GENERAL</b>	<b>214</b>	<b>11.9%</b>	<b>29.8%</b>	<b>10.2%</b>	<b>4.0%</b>	<b>27.8%</b>	<b>26.8%</b>
_ OFC OF SPECIAL REVIEW & EVALUATION	35	13.9%	35.4%	15.5%	0.0%	21.0%	22.5%
_ OFFICE OF AUDIT AND EVALUATION	81	14.7%	29.8%	6.0%	2.3%	26.9%	27.2%
_ OFFICE OF CHIEF OF STAFF	10	10.1%	10.1%	0.0%	0.0%	59.1%	30.8%
_ OFFICE OF COUNSEL	17	16.9%	5.2%	0.0%	0.0%	48.9%	29.0%
_ OFFICE OF INVESTIGATIONS	38	4.7%	35.8%	13.0%	16.1%	21.5%	32.0%
_ OFFICE OF MANAGEMENT	33	8.6%	35.5%	20.3%	2.6%	23.9%	22.5%

Note: Percents will add to more than 100% because respondents could choose more than one response option.

### 16. In my work unit, differences in performance are recognized in a meaningful way.

Organizations	N	Positive	Neutral	Negative	DNK (N)
_ Governmentwide	491,186	41.8%	27.2%	31.0%	65,222
_ Environmental Protection Agency	6,446	48.3%	27.4%	24.3%	1,291
_ <b>OFFICE OF INSPECTOR GENERAL</b>	<b>176</b>	<b>59.6%</b>	<b>21.2%</b>	<b>19.3%</b>	<b>37</b>
_ OFC OF SPECIAL REVIEW & EVALUATION	28	39.3%	30.0%	30.7%	7
_ OFFICE OF AUDIT AND EVALUATION	68	64.6%	12.7%	22.7%	13
_ OFFICE OF CHIEF OF STAFF	7	56.8%	28.3%	14.9%	3
_ OFFICE OF COUNSEL	14	72.1%	27.9%	0.0%	3
_ OFFICE OF INVESTIGATIONS	30	59.7%	20.5%	19.8%	8
_ OFFICE OF MANAGEMENT	29	61.4%	28.8%	9.8%	3



## My Work Unit (continued)

### 17. Employees in my work unit share job knowledge.

Organizations	N	Positive	Neutral	Negative	DNK (N)
_ Governmentwide	553,111	79.9%	10.7%	9.4%	3,620
_ Environmental Protection Agency	7,700	86.1%	8.1%	5.8%	43
_ <b>OFFICE OF INSPECTOR GENERAL</b>	<b>212</b>	<b>86.1%</b>	<b>8.2%</b>	<b>5.7%</b>	<b>2</b>
_ OFC OF SPECIAL REVIEW & EVALUATION	35	86.1%	11.1%	2.8%	0
_ OFFICE OF AUDIT AND EVALUATION	81	86.9%	9.2%	4.0%	0
_ OFFICE OF CHIEF OF STAFF	10	89.7%	10.3%	0.0%	0
_ OFFICE OF COUNSEL	17	94.3%	0.0%	5.7%	0
_ OFFICE OF INVESTIGATIONS	36	77.6%	5.7%	16.7%	2
_ OFFICE OF MANAGEMENT	33	87.8%	9.2%	2.9%	0

### 18. My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.

Organizations	N	Positive	Neutral	Negative	DNK (N)
_ Governmentwide	550,104	78.7%	12.5%	8.9%	6,813
_ Environmental Protection Agency	7,660	84.3%	9.0%	6.7%	85
_ <b>OFFICE OF INSPECTOR GENERAL</b>	<b>210</b>	<b>80.5%</b>	<b>10.8%</b>	<b>8.6%</b>	<b>4</b>
_ OFC OF SPECIAL REVIEW & EVALUATION	35	77.9%	16.8%	5.3%	0
_ OFFICE OF AUDIT AND EVALUATION	80	80.1%	12.0%	7.9%	1
_ OFFICE OF CHIEF OF STAFF	10	79.3%	10.3%	10.3%	0
_ OFFICE OF COUNSEL	17	94.3%	0.0%	5.7%	0
_ OFFICE OF INVESTIGATIONS	35	77.1%	11.4%	11.6%	3
_ OFFICE OF MANAGEMENT	33	81.3%	6.7%	12.0%	0

### 19. Employees in my work unit meet the needs of our customers.

Organizations	N	Positive	Neutral	Negative	NBJ (N)
_ Governmentwide	523,895	87.3%	10.6%	2.2%	27,814
_ Environmental Protection Agency	7,325	90.7%	8.5%	0.8%	362
_ <b>OFFICE OF INSPECTOR GENERAL</b>	<b>203</b>	<b>92.8%</b>	<b>6.0%</b>	<b>1.1%</b>	<b>10</b>
_ OFC OF SPECIAL REVIEW & EVALUATION	31	93.5%	6.5%	0.0%	3
_ OFFICE OF AUDIT AND EVALUATION	80	90.4%	6.8%	2.8%	2
_ OFFICE OF CHIEF OF STAFF	9	100.0%	0.0%	0.0%	1
_ OFFICE OF COUNSEL	17	100.0%	0.0%	0.0%	0
_ OFFICE OF INVESTIGATIONS	35	88.9%	11.1%	0.0%	3
_ OFFICE OF MANAGEMENT	31	96.9%	3.1%	0.0%	1

## My Work Unit (continued)

### 20. Employees in my work unit contribute positively to my agency's performance.

Organizations	N	Positive	Neutral	Negative	NBJ (N)
_ Governmentwide	525,899	84.8%	11.9%	3.3%	18,257
_ Environmental Protection Agency	7,418	92.6%	6.4%	1.0%	210
_ <b>OFFICE OF INSPECTOR GENERAL</b>	<b>205</b>	<b>91.5%</b>	<b>7.4%</b>	<b>1.1%</b>	<b>6</b>
_ OFC OF SPECIAL REVIEW & EVALUATION	33	90.9%	9.1%	0.0%	1
_ OFFICE OF AUDIT AND EVALUATION	79	90.3%	6.8%	2.9%	1
_ OFFICE OF CHIEF OF STAFF	10	89.7%	10.3%	0.0%	0
_ OFFICE OF COUNSEL	17	94.8%	5.2%	0.0%	0
_ OFFICE OF INVESTIGATIONS	35	88.9%	11.1%	0.0%	3
_ OFFICE OF MANAGEMENT	31	96.9%	3.1%	0.0%	1

### 21. Employees in my work unit produce high-quality work.

Organizations	N	Positive	Neutral	Negative	NBJ (N)
_ Governmentwide	530,983	82.4%	14.1%	3.4%	19,513
_ Environmental Protection Agency	7,471	91.0%	8.0%	1.1%	213
_ <b>OFFICE OF INSPECTOR GENERAL</b>	<b>204</b>	<b>88.5%</b>	<b>9.9%</b>	<b>1.6%</b>	<b>8</b>
_ OFC OF SPECIAL REVIEW & EVALUATION	33	87.9%	12.1%	0.0%	1
_ OFFICE OF AUDIT AND EVALUATION	79	85.3%	11.8%	2.9%	2
_ OFFICE OF CHIEF OF STAFF	9	100.0%	0.0%	0.0%	1
_ OFFICE OF COUNSEL	16	88.2%	11.8%	0.0%	0
_ OFFICE OF INVESTIGATIONS	35	88.9%	8.0%	3.0%	3
_ OFFICE OF MANAGEMENT	32	93.7%	6.3%	0.0%	1

### 22. Employees in my work unit adapt to changing priorities.

Organizations	N	Positive	Neutral	Negative	NBJ (N)
_ Governmentwide	530,563	79.6%	15.4%	5.0%	19,649
_ Environmental Protection Agency	7,418	86.6%	11.3%	2.1%	254
_ <b>OFFICE OF INSPECTOR GENERAL</b>	<b>203</b>	<b>86.5%</b>	<b>11.4%</b>	<b>2.1%</b>	<b>7</b>
_ OFC OF SPECIAL REVIEW & EVALUATION	33	88.2%	11.8%	0.0%	1
_ OFFICE OF AUDIT AND EVALUATION	77	82.1%	13.8%	4.2%	1
_ OFFICE OF CHIEF OF STAFF	9	100.0%	0.0%	0.0%	1
_ OFFICE OF COUNSEL	17	89.1%	10.9%	0.0%	0
_ OFFICE OF INVESTIGATIONS	35	91.9%	8.1%	0.0%	3
_ OFFICE OF MANAGEMENT	32	84.8%	12.1%	3.0%	1

## My Work Unit (continued)

### 23. New hires in my work unit (i.e. hired in the past year) have the right skills to do their jobs.

Organizations	N	Positive	Neutral	Negative	No Recent Hires (N)
_ Governmentwide	470,034	57.7%	25.1%	17.3%	86,540
_ Environmental Protection Agency	6,538	71.8%	20.0%	8.2%	1,202
_ <b>OFFICE OF INSPECTOR GENERAL</b>	<b>181</b>	<b>73.7%</b>	<b>19.5%</b>	<b>6.8%</b>	<b>33</b>
_ OFC OF SPECIAL REVIEW & EVALUATION	26	68.9%	27.7%	3.4%	9
_ OFFICE OF AUDIT AND EVALUATION	70	76.2%	16.0%	7.8%	11
_ OFFICE OF CHIEF OF STAFF	10	89.7%	10.3%	0.0%	0
_ OFFICE OF COUNSEL	16	81.5%	18.5%	0.0%	1
_ OFFICE OF INVESTIGATIONS	36	69.0%	16.9%	14.1%	2
_ OFFICE OF MANAGEMENT	23	66.2%	29.6%	4.2%	10

### 24. I can influence decisions in my work unit.

Organizations	N	Positive	Neutral	Negative
_ Governmentwide	556,440	63.1%	20.5%	16.4%
_ Environmental Protection Agency	7,738	73.1%	16.1%	10.7%
_ <b>OFFICE OF INSPECTOR GENERAL</b>	<b>215</b>	<b>73.8%</b>	<b>14.4%</b>	<b>11.8%</b>
_ OFC OF SPECIAL REVIEW & EVALUATION	35	80.8%	5.6%	13.6%
_ OFFICE OF AUDIT AND EVALUATION	82	75.9%	14.9%	9.2%
_ OFFICE OF CHIEF OF STAFF	10	69.2%	30.8%	0.0%
_ OFFICE OF COUNSEL	17	70.0%	11.7%	18.3%
_ OFFICE OF INVESTIGATIONS	38	67.8%	13.5%	18.7%
_ OFFICE OF MANAGEMENT	33	71.1%	20.0%	8.9%

### 25. I know what my work unit's goals are.

Organizations	N	Positive	Neutral	Negative
_ Governmentwide	556,152	82.3%	10.7%	7.0%
_ Environmental Protection Agency	7,727	85.8%	8.9%	5.3%
_ <b>OFFICE OF INSPECTOR GENERAL</b>	<b>215</b>	<b>80.9%</b>	<b>9.8%</b>	<b>9.3%</b>
_ OFC OF SPECIAL REVIEW & EVALUATION	35	75.4%	8.4%	16.2%
_ OFFICE OF AUDIT AND EVALUATION	82	86.4%	8.7%	4.9%
_ OFFICE OF CHIEF OF STAFF	10	79.3%	20.7%	0.0%
_ OFFICE OF COUNSEL	17	70.2%	0.0%	29.8%
_ OFFICE OF INVESTIGATIONS	38	79.3%	13.0%	7.8%
_ OFFICE OF MANAGEMENT	33	80.7%	12.4%	6.8%

## My Work Unit (continued)

### 26. My work unit commits resources to develop new ideas (e.g., budget, staff, time, expert support).

Organizations	N	Positive	Neutral	Negative	DNK (N)
_ Governmentwide	525,068	50.9%	24.4%	24.7%	31,159
_ Environmental Protection Agency	7,425	59.1%	21.5%	19.4%	305
_ <b>OFFICE OF INSPECTOR GENERAL</b>	<b>204</b>	<b>63.1%</b>	<b>20.4%</b>	<b>16.6%</b>	<b>10</b>
_ OFC OF SPECIAL REVIEW & EVALUATION	34	61.8%	21.7%	16.5%	1
_ OFFICE OF AUDIT AND EVALUATION	78	60.2%	21.8%	18.1%	3
_ OFFICE OF CHIEF OF STAFF	10	79.3%	10.3%	10.3%	0
_ OFFICE OF COUNSEL	15	73.3%	6.6%	20.1%	2
_ OFFICE OF INVESTIGATIONS	34	61.0%	18.0%	20.9%	4
_ OFFICE OF MANAGEMENT	33	64.0%	27.1%	8.9%	0

### 27. My work unit successfully manages disruptions to our work.

Organizations	N	Positive	Neutral	Negative	DNK (N)
_ Governmentwide	535,320	65.8%	19.4%	14.7%	21,166
_ Environmental Protection Agency	7,456	75.1%	16.1%	8.9%	286
_ <b>OFFICE OF INSPECTOR GENERAL</b>	<b>208</b>	<b>71.8%</b>	<b>19.0%</b>	<b>9.2%</b>	<b>7</b>
_ OFC OF SPECIAL REVIEW & EVALUATION	34	71.5%	17.2%	11.3%	1
_ OFFICE OF AUDIT AND EVALUATION	80	70.7%	17.9%	11.4%	2
_ OFFICE OF CHIEF OF STAFF	8	87.0%	13.0%	0.0%	2
_ OFFICE OF COUNSEL	17	83.4%	16.6%	0.0%	0
_ OFFICE OF INVESTIGATIONS	36	63.5%	25.6%	10.8%	2
_ OFFICE OF MANAGEMENT	33	74.0%	19.0%	7.0%	0

### 28. Employees in my work unit consistently look for new ways to improve how they do their work.

Organizations	N	Positive	Neutral	Negative	DNK (N)
_ Governmentwide	528,700	63.9%	21.7%	14.5%	22,745
_ Environmental Protection Agency	7,374	73.8%	18.2%	8.0%	303
_ <b>OFFICE OF INSPECTOR GENERAL</b>	<b>201</b>	<b>72.3%</b>	<b>19.7%</b>	<b>8.0%</b>	<b>13</b>
_ OFC OF SPECIAL REVIEW & EVALUATION	30	68.4%	24.8%	6.7%	4
_ OFFICE OF AUDIT AND EVALUATION	77	71.3%	19.3%	9.4%	5
_ OFFICE OF CHIEF OF STAFF	9	88.5%	11.5%	0.0%	1
_ OFFICE OF COUNSEL	17	83.4%	5.7%	10.9%	0
_ OFFICE OF INVESTIGATIONS	36	69.7%	19.0%	11.2%	2
_ OFFICE OF MANAGEMENT	32	70.8%	26.0%	3.2%	1

## My Work Unit (continued)

### 29. Employees in my work unit incorporate new ideas into their work.

Organizations	N	Positive	Neutral	Negative	DNK (N)
_ Governmentwide	522,485	64.6%	21.4%	14.0%	22,560
_ Environmental Protection Agency	7,351	76.9%	16.0%	7.1%	268
_ <b>OFFICE OF INSPECTOR GENERAL</b>	<b>203</b>	<b>74.2%</b>	<b>16.9%</b>	<b>8.9%</b>	<b>10</b>
_ OFC OF SPECIAL REVIEW & EVALUATION	31	66.0%	24.7%	9.3%	4
_ OFFICE OF AUDIT AND EVALUATION	78	69.0%	19.0%	12.0%	3
_ OFFICE OF CHIEF OF STAFF	9	100.0%	0.0%	0.0%	1
_ OFFICE OF COUNSEL	17	88.6%	5.7%	5.7%	0
_ OFFICE OF INVESTIGATIONS	36	80.1%	8.7%	11.2%	2
_ OFFICE OF MANAGEMENT	32	74.0%	23.2%	2.8%	0

### 30. Employees in my work unit approach change as an opportunity.

Organizations	N	Positive	Neutral	Negative	DNK (N)
_ Governmentwide	520,226	54.2%	27.1%	18.6%	24,140
_ Environmental Protection Agency	7,278	63.7%	25.5%	10.8%	337
_ <b>OFFICE OF INSPECTOR GENERAL</b>	<b>201</b>	<b>67.2%</b>	<b>22.5%</b>	<b>10.3%</b>	<b>13</b>
_ OFC OF SPECIAL REVIEW & EVALUATION	32	54.5%	39.7%	5.8%	3
_ OFFICE OF AUDIT AND EVALUATION	76	68.2%	19.5%	12.3%	6
_ OFFICE OF CHIEF OF STAFF	8	87.0%	13.0%	0.0%	2
_ OFFICE OF COUNSEL	17	73.2%	15.9%	10.9%	0
_ OFFICE OF INVESTIGATIONS	35	71.3%	17.6%	11.1%	2
_ OFFICE OF MANAGEMENT	33	65.3%	23.1%	11.5%	0

### 31. Employees in my work unit consider customer needs a top priority.

Organizations	N	Positive	Neutral	Negative	DNK (N)
_ Governmentwide	524,000	75.7%	15.7%	8.5%	20,970
_ Environmental Protection Agency	7,309	80.5%	15.1%	4.4%	295
_ <b>OFFICE OF INSPECTOR GENERAL</b>	<b>203</b>	<b>80.3%</b>	<b>13.7%</b>	<b>6.1%</b>	<b>9</b>
_ OFC OF SPECIAL REVIEW & EVALUATION	31	70.1%	22.6%	7.3%	4
_ OFFICE OF AUDIT AND EVALUATION	78	73.8%	17.1%	9.1%	3
_ OFFICE OF CHIEF OF STAFF	9	100.0%	0.0%	0.0%	1
_ OFFICE OF COUNSEL	17	100.0%	0.0%	0.0%	0
_ OFFICE OF INVESTIGATIONS	36	74.6%	17.1%	8.3%	1
_ OFFICE OF MANAGEMENT	32	96.2%	3.8%	0.0%	0

## My Work Unit (continued)

### 32. Employees in my work unit consistently look for ways to improve customer service.

Organizations	N	Positive	Neutral	Negative	DNK (N)
_ Governmentwide	520,585	63.4%	24.4%	12.2%	27,607
_ Environmental Protection Agency	7,204	69.9%	23.2%	6.9%	429
_ <b>OFFICE OF INSPECTOR GENERAL</b>	<b>196</b>	<b>72.0%</b>	<b>22.1%</b>	<b>5.9%</b>	<b>15</b>
_ OFC OF SPECIAL REVIEW & EVALUATION	30	75.4%	17.1%	7.5%	4
_ OFFICE OF AUDIT AND EVALUATION	74	65.2%	26.3%	8.5%	7
_ OFFICE OF CHIEF OF STAFF	9	88.5%	11.5%	0.0%	1
_ OFFICE OF COUNSEL	17	88.6%	5.7%	5.7%	0
_ OFFICE OF INVESTIGATIONS	33	66.2%	28.0%	5.8%	3
_ OFFICE OF MANAGEMENT	33	77.1%	22.9%	0.0%	0

### 33. Employees in my work unit support my need to balance my work and personal responsibilities.

Organizations	N	Positive	Neutral	Negative	DNK (N)
_ Governmentwide	533,626	69.7%	16.9%	13.5%	11,042
_ Environmental Protection Agency	7,492	82.4%	11.7%	6.0%	124
_ <b>OFFICE OF INSPECTOR GENERAL</b>	<b>207</b>	<b>83.5%</b>	<b>9.6%</b>	<b>6.9%</b>	<b>5</b>
_ OFC OF SPECIAL REVIEW & EVALUATION	33	81.5%	9.9%	8.6%	1
_ OFFICE OF AUDIT AND EVALUATION	79	85.2%	8.0%	6.8%	2
_ OFFICE OF CHIEF OF STAFF	10	100.0%	0.0%	0.0%	0
_ OFFICE OF COUNSEL	17	81.1%	5.7%	13.2%	0
_ OFFICE OF INVESTIGATIONS	37	83.6%	8.5%	7.9%	1
_ OFFICE OF MANAGEMENT	31	77.6%	19.6%	2.7%	1

### 34. Employees in my work unit are typically under too much pressure to meet work goals.

Organizations	N	Positive	Neutral	Negative	DNK (N)
_ Governmentwide	525,943	41.5%	28.9%	29.6%	22,464
_ Environmental Protection Agency	7,308	42.6%	29.1%	28.4%	355
_ <b>OFFICE OF INSPECTOR GENERAL</b>	<b>208</b>	<b>36.2%</b>	<b>30.5%</b>	<b>33.4%</b>	<b>7</b>
_ OFC OF SPECIAL REVIEW & EVALUATION	34	39.1%	20.9%	40.0%	1
_ OFFICE OF AUDIT AND EVALUATION	80	34.3%	34.2%	31.5%	2
_ OFFICE OF CHIEF OF STAFF	9	32.7%	55.8%	11.5%	1
_ OFFICE OF COUNSEL	17	40.1%	22.5%	37.4%	0
_ OFFICE OF INVESTIGATIONS	36	46.7%	36.6%	16.6%	2
_ OFFICE OF MANAGEMENT	32	25.4%	21.7%	52.9%	1

Note: This item is negatively worded, so percent positive scores include "Strongly Disagree" or "Disagree" responses and percent negative scores include "Strongly Agree" or "Agree" responses. Percent positive scores mean employees are typically not pressured to meet work goals.

## My Organization

### 35. Employees are recognized for providing high quality products and services.

Organizations	N	Positive	Neutral	Negative	DNK (N)
_ Governmentwide	533,114	58.6%	18.1%	23.2%	15,185
_ Environmental Protection Agency	7,470	73.2%	14.9%	11.9%	185
_ <b>OFFICE OF INSPECTOR GENERAL</b>	<b>207</b>	<b>73.6%</b>	<b>14.8%</b>	<b>11.6%</b>	<b>7</b>
_ OFC OF SPECIAL REVIEW & EVALUATION	34	77.1%	14.5%	8.4%	1
_ OFFICE OF AUDIT AND EVALUATION	80	78.1%	11.8%	10.1%	1
_ OFFICE OF CHIEF OF STAFF	9	77.0%	23.0%	0.0%	1
_ OFFICE OF COUNSEL	16	49.5%	6.4%	44.1%	1
_ OFFICE OF INVESTIGATIONS	35	71.2%	14.8%	14.0%	3
_ OFFICE OF MANAGEMENT	33	72.3%	24.6%	3.1%	0

### 36. Employees are protected from health and safety hazards on the job.

Organizations	N	Positive	Neutral	Negative	DNK (N)
_ Governmentwide	533,998	74.8%	12.2%	13.0%	14,407
_ Environmental Protection Agency	7,375	80.4%	11.2%	8.4%	281
_ <b>OFFICE OF INSPECTOR GENERAL</b>	<b>199</b>	<b>82.0%</b>	<b>13.0%</b>	<b>5.1%</b>	<b>16</b>
_ OFC OF SPECIAL REVIEW & EVALUATION	34	76.3%	23.7%	0.0%	1
_ OFFICE OF AUDIT AND EVALUATION	74	83.3%	9.8%	6.8%	8
_ OFFICE OF CHIEF OF STAFF	6	100.0%	0.0%	0.0%	4
_ OFFICE OF COUNSEL	16	74.6%	19.2%	6.2%	1
_ OFFICE OF INVESTIGATIONS	36	80.4%	11.0%	8.6%	2
_ OFFICE OF MANAGEMENT	33	86.7%	10.4%	2.9%	0

### 37. My organization is successful at accomplishing its mission.

Organizations	N	Positive	Neutral	Negative	DNK (N)
_ Governmentwide	536,041	78.0%	13.8%	8.2%	11,961
_ Environmental Protection Agency	7,500	83.3%	10.9%	5.8%	152
_ <b>OFFICE OF INSPECTOR GENERAL</b>	<b>210</b>	<b>82.7%</b>	<b>10.4%</b>	<b>6.9%</b>	<b>5</b>
_ OFC OF SPECIAL REVIEW & EVALUATION	34	83.1%	11.3%	5.6%	1
_ OFFICE OF AUDIT AND EVALUATION	81	85.6%	10.8%	3.6%	1
_ OFFICE OF CHIEF OF STAFF	10	89.7%	10.3%	0.0%	0
_ OFFICE OF COUNSEL	17	71.5%	5.9%	22.6%	0
_ OFFICE OF INVESTIGATIONS	36	69.7%	14.0%	16.3%	2
_ OFFICE OF MANAGEMENT	32	93.0%	7.0%	0.0%	1

## My Organization (continued)

### 38. I have a good understanding of my organization's priorities.

Organizations	N	Positive	Neutral	Negative
_ Governmentwide	547,830	77.2%	12.9%	9.8%
_ Environmental Protection Agency	7,642	81.7%	10.8%	7.5%
_ <b>OFFICE OF INSPECTOR GENERAL</b>	<b>215</b>	<b>71.3%</b>	<b>15.4%</b>	<b>13.3%</b>
_ OFC OF SPECIAL REVIEW & EVALUATION	35	61.1%	17.9%	21.0%
_ OFFICE OF AUDIT AND EVALUATION	82	71.7%	19.3%	8.9%
_ OFFICE OF CHIEF OF STAFF	10	89.7%	0.0%	10.3%
_ OFFICE OF COUNSEL	17	52.6%	11.6%	35.8%
_ OFFICE OF INVESTIGATIONS	38	71.5%	12.8%	15.7%
_ OFFICE OF MANAGEMENT	33	85.0%	12.1%	2.9%

### 39. My organization effectively adapts to changing government priorities.

Organizations	N	Positive	Neutral	Negative	DNK (N)
_ Governmentwide	530,176	66.7%	20.2%	13.1%	18,188
_ Environmental Protection Agency	7,431	73.8%	17.3%	8.9%	221
_ <b>OFFICE OF INSPECTOR GENERAL</b>	<b>205</b>	<b>73.1%</b>	<b>15.7%</b>	<b>11.2%</b>	<b>9</b>
_ OFC OF SPECIAL REVIEW & EVALUATION	33	69.5%	18.2%	12.3%	2
_ OFFICE OF AUDIT AND EVALUATION	78	76.5%	12.5%	11.0%	3
_ OFFICE OF CHIEF OF STAFF	10	100.0%	0.0%	0.0%	0
_ OFFICE OF COUNSEL	17	52.4%	22.6%	24.9%	0
_ OFFICE OF INVESTIGATIONS	35	68.2%	17.5%	14.4%	3
_ OFFICE OF MANAGEMENT	32	76.8%	20.1%	3.1%	1

### 40. My organization has prepared me for potential physical security threats.

Organizations	N	Positive	Neutral	Negative	DNK (N)
_ Governmentwide	535,681	73.1%	14.9%	12.0%	9,875
_ Environmental Protection Agency	7,339	65.5%	20.1%	14.4%	281
_ <b>OFFICE OF INSPECTOR GENERAL</b>	<b>204</b>	<b>69.8%</b>	<b>13.1%</b>	<b>17.1%</b>	<b>10</b>
_ OFC OF SPECIAL REVIEW & EVALUATION	35	43.1%	29.0%	27.8%	0
_ OFFICE OF AUDIT AND EVALUATION	75	76.0%	10.6%	13.4%	7
_ OFFICE OF CHIEF OF STAFF	9	67.0%	21.7%	11.2%	1
_ OFFICE OF COUNSEL	16	62.1%	6.2%	31.7%	1
_ OFFICE OF INVESTIGATIONS	36	80.8%	8.4%	10.7%	1
_ OFFICE OF MANAGEMENT	33	76.4%	8.2%	15.4%	0



## My Organization (continued)

### 41. My organization has prepared me for potential cybersecurity threats.

Organizations	N	Positive	Neutral	Negative	DNK (N)
_ Governmentwide	540,124	83.4%	10.9%	5.8%	5,624
_ Environmental Protection Agency	7,553	89.2%	7.8%	3.0%	68
_ <b>OFFICE OF INSPECTOR GENERAL</b>	<b>212</b>	<b>83.0%</b>	<b>12.6%</b>	<b>4.5%</b>	<b>2</b>
_ OFC OF SPECIAL REVIEW & EVALUATION	35	73.6%	23.9%	2.5%	0
_ OFFICE OF AUDIT AND EVALUATION	80	89.8%	7.1%	3.1%	1
_ OFFICE OF CHIEF OF STAFF	10	89.7%	10.3%	0.0%	0
_ OFFICE OF COUNSEL	17	82.6%	11.6%	5.9%	0
_ OFFICE OF INVESTIGATIONS	37	73.5%	18.6%	8.0%	1
_ OFFICE OF MANAGEMENT	33	84.5%	8.8%	6.7%	0

### 42. In my organization, arbitrary action, personal favoritism and/or political coercion are not tolerated.

Organizations	N	Positive	Neutral	Negative	DNK (N)
_ Governmentwide	507,882	52.0%	21.2%	26.8%	37,667
_ Environmental Protection Agency	6,893	59.3%	21.2%	19.5%	728
_ <b>OFFICE OF INSPECTOR GENERAL</b>	<b>188</b>	<b>58.4%</b>	<b>18.0%</b>	<b>23.6%</b>	<b>26</b>
_ OFC OF SPECIAL REVIEW & EVALUATION	30	59.7%	23.1%	17.2%	5
_ OFFICE OF AUDIT AND EVALUATION	72	66.5%	17.0%	16.5%	9
_ OFFICE OF CHIEF OF STAFF	6	84.2%	0.0%	15.8%	4
_ OFFICE OF COUNSEL	17	41.0%	11.4%	47.6%	0
_ OFFICE OF INVESTIGATIONS	33	48.4%	15.4%	36.2%	5
_ OFFICE OF MANAGEMENT	30	53.0%	25.0%	22.0%	3

### 43. I recommend my organization as a good place to work.

Organizations	N	Positive	Neutral	Negative
_ Governmentwide	545,445	64.5%	20.1%	15.4%
_ Environmental Protection Agency	7,621	77.4%	15.0%	7.7%
_ <b>OFFICE OF INSPECTOR GENERAL</b>	<b>214</b>	<b>61.0%</b>	<b>20.8%</b>	<b>18.2%</b>
_ OFC OF SPECIAL REVIEW & EVALUATION	35	66.2%	17.4%	16.4%
_ OFFICE OF AUDIT AND EVALUATION	82	69.9%	17.5%	12.6%
_ OFFICE OF CHIEF OF STAFF	10	59.9%	29.8%	10.3%
_ OFFICE OF COUNSEL	17	45.3%	13.0%	41.7%
_ OFFICE OF INVESTIGATIONS	38	47.4%	18.4%	34.2%
_ OFFICE OF MANAGEMENT	32	56.1%	37.7%	6.2%

## My Organization (continued)

### 44. I believe the results of this survey will be used to make my agency a better place to work.

Organizations	N	Positive	Neutral	Negative	DNK (N)
_ Governmentwide	506,994	42.9%	25.7%	31.4%	38,989
_ Environmental Protection Agency	7,070	51.8%	26.3%	21.9%	555
_ <b>OFFICE OF INSPECTOR GENERAL</b>	<b>201</b>	<b>49.5%</b>	<b>21.2%</b>	<b>29.3%</b>	<b>13</b>
_ OFC OF SPECIAL REVIEW & EVALUATION	35	35.6%	25.2%	39.1%	0
_ OFFICE OF AUDIT AND EVALUATION	75	54.0%	25.6%	20.4%	7
_ OFFICE OF CHIEF OF STAFF	8	88.2%	11.8%	0.0%	2
_ OFFICE OF COUNSEL	15	33.1%	6.5%	60.4%	1
_ OFFICE OF INVESTIGATIONS	37	45.9%	8.1%	46.0%	1
_ OFFICE OF MANAGEMENT	31	56.4%	30.7%	12.8%	2

## My Supervisor

### 45. My supervisor is committed to a workforce representative of all segments of society.

Organizations	N	Positive	Neutral	Negative	DNK (N)
_ Governmentwide	511,232	78.2%	14.2%	7.6%	33,009
_ Environmental Protection Agency	7,158	86.1%	10.1%	3.8%	439
_ <b>OFFICE OF INSPECTOR GENERAL</b>	<b>193</b>	<b>86.3%</b>	<b>7.3%</b>	<b>6.4%</b>	<b>20</b>
_ OFC OF SPECIAL REVIEW & EVALUATION	32	94.2%	0.0%	5.8%	3
_ OFFICE OF AUDIT AND EVALUATION	70	79.1%	14.2%	6.7%	10
_ OFFICE OF CHIEF OF STAFF	8	87.3%	12.7%	0.0%	2
_ OFFICE OF COUNSEL	15	87.2%	6.4%	6.4%	2
_ OFFICE OF INVESTIGATIONS	37	86.4%	5.6%	7.9%	1
_ OFFICE OF MANAGEMENT	31	94.1%	0.0%	5.9%	2

### 46. Supervisors in my work unit support employee development.

Organizations	N	Positive	Neutral	Negative	DNK (N)
_ Governmentwide	537,139	77.0%	12.1%	10.8%	7,689
_ Environmental Protection Agency	7,519	84.8%	9.2%	6.0%	87
_ <b>OFFICE OF INSPECTOR GENERAL</b>	<b>213</b>	<b>86.1%</b>	<b>8.8%</b>	<b>5.2%</b>	<b>1</b>
_ OFC OF SPECIAL REVIEW & EVALUATION	34	85.0%	8.6%	6.4%	1
_ OFFICE OF AUDIT AND EVALUATION	81	88.7%	9.8%	1.5%	0
_ OFFICE OF CHIEF OF STAFF	10	89.7%	10.3%	0.0%	0
_ OFFICE OF COUNSEL	17	83.4%	16.6%	0.0%	0
_ OFFICE OF INVESTIGATIONS	38	84.7%	2.4%	12.9%	0
_ OFFICE OF MANAGEMENT	33	82.6%	8.8%	8.6%	0

## My Supervisor (continued)

### 47. My supervisor supports my need to balance work and other life issues.

Organizations	N	Positive	Neutral	Negative
_ Governmentwide	541,245	83.3%	9.2%	7.5%
_ Environmental Protection Agency	7,562	90.9%	5.6%	3.4%
_ <b>OFFICE OF INSPECTOR GENERAL</b>	<b>214</b>	<b>88.6%</b>	<b>6.0%</b>	<b>5.4%</b>
_ OFC OF SPECIAL REVIEW & EVALUATION	35	82.8%	14.4%	2.9%
_ OFFICE OF AUDIT AND EVALUATION	81	91.3%	4.8%	3.9%
_ OFFICE OF CHIEF OF STAFF	10	100.0%	0.0%	0.0%
_ OFFICE OF COUNSEL	17	83.5%	5.7%	10.8%
_ OFFICE OF INVESTIGATIONS	38	87.2%	2.7%	10.2%
_ OFFICE OF MANAGEMENT	33	88.9%	5.6%	5.5%

### 48. My supervisor listens to what I have to say.

Organizations	N	Positive	Neutral	Negative
_ Governmentwide	537,954	81.9%	9.3%	8.8%
_ Environmental Protection Agency	7,527	88.0%	6.7%	5.3%
_ <b>OFFICE OF INSPECTOR GENERAL</b>	<b>213</b>	<b>85.1%</b>	<b>10.0%</b>	<b>4.9%</b>
_ OFC OF SPECIAL REVIEW & EVALUATION	35	85.2%	9.5%	5.3%
_ OFFICE OF AUDIT AND EVALUATION	81	87.2%	10.1%	2.7%
_ OFFICE OF CHIEF OF STAFF	10	100.0%	0.0%	0.0%
_ OFFICE OF COUNSEL	17	77.6%	11.6%	10.8%
_ OFFICE OF INVESTIGATIONS	38	79.3%	13.1%	7.5%
_ OFFICE OF MANAGEMENT	32	85.4%	8.9%	5.7%

### 49. My supervisor treats me with respect.

Organizations	N	Positive	Neutral	Negative
_ Governmentwide	540,128	86.0%	7.8%	6.3%
_ Environmental Protection Agency	7,555	90.4%	5.6%	3.9%
_ <b>OFFICE OF INSPECTOR GENERAL</b>	<b>211</b>	<b>89.8%</b>	<b>6.0%</b>	<b>4.2%</b>
_ OFC OF SPECIAL REVIEW & EVALUATION	35	91.9%	8.1%	0.0%
_ OFFICE OF AUDIT AND EVALUATION	80	89.6%	7.2%	3.1%
_ OFFICE OF CHIEF OF STAFF	10	100.0%	0.0%	0.0%
_ OFFICE OF COUNSEL	16	82.5%	6.1%	11.5%
_ OFFICE OF INVESTIGATIONS	37	84.3%	8.1%	7.7%
_ OFFICE OF MANAGEMENT	33	94.5%	0.0%	5.5%

## My Supervisor (continued)

### 50. I have trust and confidence in my supervisor.

Organizations	N	Positive	Neutral	Negative
_ Governmentwide	537,613	76.2%	12.2%	11.6%
_ Environmental Protection Agency	7,518	82.3%	10.2%	7.5%
_ <b>OFFICE OF INSPECTOR GENERAL</b>	<b>212</b>	<b>77.0%</b>	<b>13.8%</b>	<b>9.2%</b>
_ OFC OF SPECIAL REVIEW & EVALUATION	34	80.3%	8.4%	11.2%
_ OFFICE OF AUDIT AND EVALUATION	81	80.6%	14.2%	5.2%
_ OFFICE OF CHIEF OF STAFF	10	80.3%	19.7%	0.0%
_ OFFICE OF COUNSEL	17	77.6%	0.0%	22.4%
_ OFFICE OF INVESTIGATIONS	37	67.5%	19.0%	13.5%
_ OFFICE OF MANAGEMENT	33	73.4%	18.2%	8.4%

### 51. My supervisor holds me accountable for achieving results.

Organizations	N	Positive	Neutral	Negative
_ Governmentwide	540,106	86.9%	9.6%	3.5%
_ Environmental Protection Agency	7,550	91.9%	6.4%	1.7%
_ <b>OFFICE OF INSPECTOR GENERAL</b>	<b>212</b>	<b>92.4%</b>	<b>6.2%</b>	<b>1.3%</b>
_ OFC OF SPECIAL REVIEW & EVALUATION	34	94.5%	2.6%	2.9%
_ OFFICE OF AUDIT AND EVALUATION	80	91.1%	8.9%	0.0%
_ OFFICE OF CHIEF OF STAFF	10	100.0%	0.0%	0.0%
_ OFFICE OF COUNSEL	17	89.2%	10.8%	0.0%
_ OFFICE OF INVESTIGATIONS	38	94.5%	2.8%	2.7%
_ OFFICE OF MANAGEMENT	33	90.6%	6.8%	2.6%

### 52. Overall, how good a job do you feel is being done by your immediate supervisor?

Organizations	N	Positive	Neutral	Negative
_ Governmentwide	542,593	77.6%	13.5%	8.9%
_ Environmental Protection Agency	7,578	84.9%	10.3%	4.8%
_ <b>OFFICE OF INSPECTOR GENERAL</b>	<b>214</b>	<b>78.5%</b>	<b>16.5%</b>	<b>5.0%</b>
_ OFC OF SPECIAL REVIEW & EVALUATION	35	86.1%	11.3%	2.5%
_ OFFICE OF AUDIT AND EVALUATION	81	80.5%	15.5%	4.0%
_ OFFICE OF CHIEF OF STAFF	10	80.3%	19.7%	0.0%
_ OFFICE OF COUNSEL	17	83.5%	0.0%	16.5%
_ OFFICE OF INVESTIGATIONS	38	71.1%	21.2%	7.7%
_ OFFICE OF MANAGEMENT	33	70.6%	26.9%	2.6%

## My Supervisor (continued)

### 53. My supervisor provides me with constructive suggestions to improve my job performance.

Organizations	N	Positive	Neutral	Negative
_ Governmentwide	542,912	70.3%	17.1%	12.7%
_ Environmental Protection Agency	7,587	76.0%	14.7%	9.3%
_ <b>OFFICE OF INSPECTOR GENERAL</b>	<b>214</b>	<b>76.4%</b>	<b>12.1%</b>	<b>11.5%</b>
_ OFC OF SPECIAL REVIEW & EVALUATION	35	72.9%	11.3%	15.9%
_ OFFICE OF AUDIT AND EVALUATION	81	78.4%	12.7%	8.9%
_ OFFICE OF CHIEF OF STAFF	10	89.7%	0.0%	10.3%
_ OFFICE OF COUNSEL	17	64.6%	18.9%	16.5%
_ OFFICE OF INVESTIGATIONS	38	76.1%	13.3%	10.6%
_ OFFICE OF MANAGEMENT	33	77.8%	9.9%	12.2%

### 54. My supervisor provides me with performance feedback throughout the year.

Organizations	N	Positive	Neutral	Negative	DNK (N)
_ Governmentwide	537,966	74.6%	13.5%	11.8%	5,174
_ Environmental Protection Agency	7,527	79.5%	12.3%	8.3%	67
_ <b>OFFICE OF INSPECTOR GENERAL</b>	<b>212</b>	<b>79.2%</b>	<b>11.3%</b>	<b>9.5%</b>	<b>1</b>
_ OFC OF SPECIAL REVIEW & EVALUATION	34	80.2%	8.8%	10.9%	1
_ OFFICE OF AUDIT AND EVALUATION	80	82.1%	11.3%	6.7%	0
_ OFFICE OF CHIEF OF STAFF	10	79.3%	10.3%	10.3%	0
_ OFFICE OF COUNSEL	17	70.3%	13.0%	16.6%	0
_ OFFICE OF INVESTIGATIONS	38	76.3%	13.1%	10.6%	0
_ OFFICE OF MANAGEMENT	33	79.0%	11.3%	9.7%	0

## Leadership

### 55. In my organization, senior leaders generate high levels of motivation and commitment in the workforce.

Organizations	N	Positive	Neutral	Negative	DNK (N)
_ Governmentwide	526,253	47.7%	23.0%	29.3%	13,759
_ Environmental Protection Agency	7,397	57.0%	23.1%	20.0%	157
_ <b>OFFICE OF INSPECTOR GENERAL</b>	<b>212</b>	<b>48.6%</b>	<b>24.6%</b>	<b>26.8%</b>	<b>1</b>
_ OFC OF SPECIAL REVIEW & EVALUATION	35	33.3%	34.0%	32.8%	0
_ OFFICE OF AUDIT AND EVALUATION	80	54.8%	25.8%	19.4%	1
_ OFFICE OF CHIEF OF STAFF	9	78.0%	10.4%	11.5%	0
_ OFFICE OF COUNSEL	17	39.2%	7.3%	53.4%	0
_ OFFICE OF INVESTIGATIONS	38	44.6%	13.1%	42.3%	0
_ OFFICE OF MANAGEMENT	33	50.8%	37.1%	12.1%	0

## Leadership (continued)

### 56. My organization's senior leaders maintain high standards of honesty and integrity.

Organizations	N	Positive	Neutral	Negative	DNK (N)
_ Governmentwide	500,578	59.9%	21.3%	18.8%	35,739
_ Environmental Protection Agency	7,039	70.0%	18.7%	11.4%	477
_ <b>OFFICE OF INSPECTOR GENERAL</b>	<b>199</b>	<b>60.8%</b>	<b>21.9%</b>	<b>17.4%</b>	<b>13</b>
_ OFC OF SPECIAL REVIEW & EVALUATION	30	55.9%	22.1%	22.0%	4
_ OFFICE OF AUDIT AND EVALUATION	76	69.4%	18.7%	12.0%	5
_ OFFICE OF CHIEF OF STAFF	9	78.0%	10.4%	11.5%	0
_ OFFICE OF COUNSEL	17	45.1%	18.9%	36.0%	0
_ OFFICE OF INVESTIGATIONS	36	49.7%	22.7%	27.6%	2
_ OFFICE OF MANAGEMENT	31	60.1%	33.4%	6.4%	2

### 57. Managers communicate the goals of the organization.

Organizations	N	Positive	Neutral	Negative	DNK (N)
_ Governmentwide	529,488	64.3%	18.2%	17.6%	7,759
_ Environmental Protection Agency	7,430	72.3%	16.0%	11.7%	76
_ <b>OFFICE OF INSPECTOR GENERAL</b>	<b>209</b>	<b>65.9%</b>	<b>13.8%</b>	<b>20.2%</b>	<b>2</b>
_ OFC OF SPECIAL REVIEW & EVALUATION	33	67.4%	9.9%	22.7%	0
_ OFFICE OF AUDIT AND EVALUATION	79	74.1%	13.0%	12.9%	2
_ OFFICE OF CHIEF OF STAFF	9	76.9%	11.5%	11.5%	0
_ OFFICE OF COUNSEL	17	46.7%	11.6%	41.7%	0
_ OFFICE OF INVESTIGATIONS	38	55.3%	13.6%	31.0%	0
_ OFFICE OF MANAGEMENT	33	63.3%	21.7%	15.0%	0

### 58. Managers promote communication among different work units (for example, about projects, goals, needed resources).

Organizations	N	Positive	Neutral	Negative	DNK (N)
_ Governmentwide	519,846	57.6%	20.3%	22.1%	16,143
_ Environmental Protection Agency	7,295	63.9%	19.4%	16.7%	189
_ <b>OFFICE OF INSPECTOR GENERAL</b>	<b>206</b>	<b>62.9%</b>	<b>17.7%</b>	<b>19.4%</b>	<b>5</b>
_ OFC OF SPECIAL REVIEW & EVALUATION	33	56.1%	29.7%	14.2%	0
_ OFFICE OF AUDIT AND EVALUATION	77	73.0%	13.3%	13.7%	4
_ OFFICE OF CHIEF OF STAFF	9	88.5%	0.0%	11.5%	0
_ OFFICE OF COUNSEL	17	35.3%	22.2%	42.5%	0
_ OFFICE OF INVESTIGATIONS	37	53.8%	14.0%	32.2%	1
_ OFFICE OF MANAGEMENT	33	63.3%	22.2%	14.5%	0

## Leadership (continued)

### 59. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?

Organizations	N	Positive	Neutral	Negative	DNK (N)
_ Governmentwide	511,628	63.5%	20.2%	16.4%	29,177
_ Environmental Protection Agency	7,277	73.7%	16.5%	9.8%	279
_ <b>OFFICE OF INSPECTOR GENERAL</b>	<b>207</b>	<b>69.0%</b>	<b>16.8%</b>	<b>14.2%</b>	<b>6</b>
_ OFC OF SPECIAL REVIEW & EVALUATION	35	75.0%	17.1%	7.9%	0
_ OFFICE OF AUDIT AND EVALUATION	80	83.5%	10.0%	6.5%	1
_ OFFICE OF CHIEF OF STAFF	9	65.7%	34.3%	0.0%	0
_ OFFICE OF COUNSEL	14	35.1%	6.4%	58.6%	3
_ OFFICE OF INVESTIGATIONS	38	55.7%	18.1%	26.2%	0
_ OFFICE OF MANAGEMENT	31	55.8%	32.2%	12.0%	2

### 60. I have a high level of respect for my organization's senior leaders.

Organizations	N	Positive	Neutral	Negative	DNK (N)
_ Governmentwide	531,454	60.8%	20.6%	18.6%	7,008
_ Environmental Protection Agency	7,466	68.3%	19.2%	12.5%	66
_ <b>OFFICE OF INSPECTOR GENERAL</b>	<b>212</b>	<b>52.2%</b>	<b>24.4%</b>	<b>23.4%</b>	<b>1</b>
_ OFC OF SPECIAL REVIEW & EVALUATION	35	40.7%	23.0%	36.3%	0
_ OFFICE OF AUDIT AND EVALUATION	80	56.6%	28.4%	15.0%	1
_ OFFICE OF CHIEF OF STAFF	9	78.0%	22.0%	0.0%	0
_ OFFICE OF COUNSEL	17	39.2%	13.2%	47.6%	0
_ OFFICE OF INVESTIGATIONS	38	41.5%	24.3%	34.2%	0
_ OFFICE OF MANAGEMENT	33	65.0%	23.0%	12.0%	0

### 61. Senior leaders demonstrate support for Work-Life programs.

Organizations	N	Positive	Neutral	Negative	DNK (N)
_ Governmentwide	502,973	59.7%	21.7%	18.6%	32,625
_ Environmental Protection Agency	7,118	74.8%	16.0%	9.2%	370
_ <b>OFFICE OF INSPECTOR GENERAL</b>	<b>205</b>	<b>81.2%</b>	<b>11.6%</b>	<b>7.1%</b>	<b>8</b>
_ OFC OF SPECIAL REVIEW & EVALUATION	34	82.2%	12.3%	5.5%	1
_ OFFICE OF AUDIT AND EVALUATION	77	84.5%	11.5%	4.0%	4
_ OFFICE OF CHIEF OF STAFF	9	100.0%	0.0%	0.0%	0
_ OFFICE OF COUNSEL	17	64.3%	24.1%	11.6%	0
_ OFFICE OF INVESTIGATIONS	35	79.8%	5.9%	14.3%	3
_ OFFICE OF MANAGEMENT	33	77.9%	13.5%	8.6%	0

## Leadership (continued)

### 62. Management encourages innovation.

Organizations	N	Positive	Neutral	Negative	DNK (N)
_ Governmentwide	517,493	55.9%	23.9%	20.2%	18,812
_ Environmental Protection Agency	7,254	64.1%	22.9%	13.1%	230
_ <b>OFFICE OF INSPECTOR GENERAL</b>	<b>207</b>	<b>60.9%</b>	<b>21.5%</b>	<b>17.6%</b>	<b>5</b>
_ OFC OF SPECIAL REVIEW & EVALUATION	34	54.5%	25.8%	19.7%	1
_ OFFICE OF AUDIT AND EVALUATION	77	64.3%	21.9%	13.9%	3
_ OFFICE OF CHIEF OF STAFF	9	76.9%	23.1%	0.0%	0
_ OFFICE OF COUNSEL	17	52.7%	5.7%	41.6%	0
_ OFFICE OF INVESTIGATIONS	37	53.9%	24.1%	22.0%	1
_ OFFICE OF MANAGEMENT	33	67.0%	21.2%	11.8%	0

### 63. Management makes effective changes to address challenges facing our organization.

Organizations	N	Positive	Neutral	Negative	DNK (N)
_ Governmentwide	516,113	51.7%	24.0%	24.2%	20,139
_ Environmental Protection Agency	7,217	57.6%	24.4%	18.0%	290
_ <b>OFFICE OF INSPECTOR GENERAL</b>	<b>201</b>	<b>54.6%</b>	<b>21.5%</b>	<b>23.9%</b>	<b>10</b>
_ OFC OF SPECIAL REVIEW & EVALUATION	32	50.5%	19.9%	29.6%	3
_ OFFICE OF AUDIT AND EVALUATION	74	59.8%	24.2%	15.9%	5
_ OFFICE OF CHIEF OF STAFF	8	87.0%	13.0%	0.0%	1
_ OFFICE OF COUNSEL	17	27.8%	24.6%	47.6%	0
_ OFFICE OF INVESTIGATIONS	37	53.9%	13.6%	32.5%	1
_ OFFICE OF MANAGEMENT	33	53.8%	25.6%	20.6%	0

### 64. Management involves employees in decisions that affect their work.

Organizations	N	Positive	Neutral	Negative	DNK (N)
_ Governmentwide	516,890	43.3%	23.5%	33.2%	19,739
_ Environmental Protection Agency	7,238	51.8%	24.2%	24.0%	283
_ <b>OFFICE OF INSPECTOR GENERAL</b>	<b>207</b>	<b>45.2%</b>	<b>21.0%</b>	<b>33.8%</b>	<b>5</b>
_ OFC OF SPECIAL REVIEW & EVALUATION	34	37.1%	21.0%	42.0%	1
_ OFFICE OF AUDIT AND EVALUATION	77	54.1%	22.8%	23.2%	4
_ OFFICE OF CHIEF OF STAFF	9	76.9%	0.0%	23.1%	0
_ OFFICE OF COUNSEL	17	16.1%	24.6%	59.3%	0
_ OFFICE OF INVESTIGATIONS	37	45.5%	11.1%	43.4%	0
_ OFFICE OF MANAGEMENT	33	38.8%	31.3%	30.0%	0



## My Satisfaction

### 65. How satisfied are you with your involvement in decisions that affect your work?

Organizations	N	Positive	Neutral	Negative
_ Governmentwide	534,329	50.0%	25.1%	25.0%
_ Environmental Protection Agency	7,494	58.9%	22.7%	18.4%
_ <b>OFFICE OF INSPECTOR GENERAL</b>	<b>213</b>	<b>47.8%</b>	<b>22.5%</b>	<b>29.7%</b>
_ OFC OF SPECIAL REVIEW & EVALUATION	35	38.5%	24.9%	36.5%
_ OFFICE OF AUDIT AND EVALUATION	81	52.1%	25.5%	22.4%
_ OFFICE OF CHIEF OF STAFF	9	66.5%	22.0%	11.5%
_ OFFICE OF COUNSEL	17	39.2%	7.3%	53.4%
_ OFFICE OF INVESTIGATIONS	38	49.6%	21.1%	29.3%
_ OFFICE OF MANAGEMENT	33	44.5%	21.8%	33.8%

### 66. How satisfied are you with the information you receive from management on what's going on in your organization?

Organizations	N	Positive	Neutral	Negative
_ Governmentwide	532,752	52.9%	22.7%	24.5%
_ Environmental Protection Agency	7,462	63.6%	19.6%	16.7%
_ <b>OFFICE OF INSPECTOR GENERAL</b>	<b>213</b>	<b>50.6%</b>	<b>16.2%</b>	<b>33.2%</b>
_ OFC OF SPECIAL REVIEW & EVALUATION	35	44.5%	19.5%	36.0%
_ OFFICE OF AUDIT AND EVALUATION	81	58.6%	19.2%	22.2%
_ OFFICE OF CHIEF OF STAFF	9	76.9%	11.5%	11.5%
_ OFFICE OF COUNSEL	17	27.7%	13.0%	59.3%
_ OFFICE OF INVESTIGATIONS	38	39.5%	15.6%	44.9%
_ OFFICE OF MANAGEMENT	33	54.1%	8.9%	37.0%

### 67. How satisfied are you with the recognition you receive for doing a good job?

Organizations	N	Positive	Neutral	Negative
_ Governmentwide	533,049	54.4%	22.4%	23.2%
_ Environmental Protection Agency	7,486	66.3%	19.4%	14.3%
_ <b>OFFICE OF INSPECTOR GENERAL</b>	<b>213</b>	<b>65.6%</b>	<b>21.2%</b>	<b>13.2%</b>
_ OFC OF SPECIAL REVIEW & EVALUATION	35	66.4%	23.0%	10.7%
_ OFFICE OF AUDIT AND EVALUATION	81	74.9%	17.2%	7.9%
_ OFFICE OF CHIEF OF STAFF	9	78.0%	11.5%	10.4%
_ OFFICE OF COUNSEL	17	39.2%	13.2%	47.6%
_ OFFICE OF INVESTIGATIONS	38	68.7%	15.7%	15.7%
_ OFFICE OF MANAGEMENT	33	48.8%	41.7%	9.5%

## My Satisfaction (continued)

### 68. Considering everything, how satisfied are you with your job?

Organizations	N	Positive	Neutral	Negative
_ Governmentwide	531,817	66.2%	16.8%	17.0%
_ Environmental Protection Agency	7,459	76.5%	13.6%	10.0%
_ <b>OFFICE OF INSPECTOR GENERAL</b>	<b>211</b>	<b>66.0%</b>	<b>22.2%</b>	<b>11.8%</b>
_ OFC OF SPECIAL REVIEW & EVALUATION	35	63.6%	28.5%	7.9%
_ OFFICE OF AUDIT AND EVALUATION	81	74.8%	17.3%	7.9%
_ OFFICE OF CHIEF OF STAFF	9	78.0%	22.0%	0.0%
_ OFFICE OF COUNSEL	17	46.6%	11.7%	41.7%
_ OFFICE OF INVESTIGATIONS	38	64.0%	17.9%	18.1%
_ OFFICE OF MANAGEMENT	31	54.8%	38.7%	6.4%

### 69. Considering everything, how satisfied are you with your pay?

Organizations	N	Positive	Neutral	Negative
_ Governmentwide	533,799	55.9%	17.1%	27.0%
_ Environmental Protection Agency	7,493	67.5%	14.8%	17.8%
_ <b>OFFICE OF INSPECTOR GENERAL</b>	<b>212</b>	<b>75.7%</b>	<b>12.3%</b>	<b>12.0%</b>
_ OFC OF SPECIAL REVIEW & EVALUATION	35	73.1%	14.6%	12.3%
_ OFFICE OF AUDIT AND EVALUATION	80	74.7%	13.8%	11.5%
_ OFFICE OF CHIEF OF STAFF	9	66.5%	0.0%	33.5%
_ OFFICE OF COUNSEL	17	82.4%	5.9%	11.7%
_ OFFICE OF INVESTIGATIONS	38	86.7%	2.7%	10.6%
_ OFFICE OF MANAGEMENT	33	67.7%	23.4%	8.9%

### 70. Considering everything, how satisfied are you with your organization?

Organizations	N	Positive	Neutral	Negative
_ Governmentwide	534,146	60.2%	19.9%	19.9%
_ Environmental Protection Agency	7,488	73.3%	15.4%	11.3%
_ <b>OFFICE OF INSPECTOR GENERAL</b>	<b>213</b>	<b>61.7%</b>	<b>19.2%</b>	<b>19.1%</b>
_ OFC OF SPECIAL REVIEW & EVALUATION	35	60.0%	29.3%	10.7%
_ OFFICE OF AUDIT AND EVALUATION	81	70.5%	14.3%	15.2%
_ OFFICE OF CHIEF OF STAFF	9	78.0%	22.0%	0.0%
_ OFFICE OF COUNSEL	17	39.2%	19.0%	41.7%
_ OFFICE OF INVESTIGATIONS	38	53.0%	10.6%	36.4%
_ OFFICE OF MANAGEMENT	33	58.4%	29.5%	12.0%

## Diversity, Equity, Inclusion, and Accessibility

### 71. My organization's management practices promote diversity (e.g., outreach, recruitment, promotion opportunities).

Organizations	N	Positive	Neutral	Negative	DNK (N)
_ Governmentwide	491,409	67.8%	19.5%	12.7%	44,282
_ Environmental Protection Agency	6,979	75.4%	14.4%	10.1%	517
_ <b>OFFICE OF INSPECTOR GENERAL</b>	<b>190</b>	<b>76.3%</b>	<b>9.2%</b>	<b>14.5%</b>	<b>23</b>
_ OFC OF SPECIAL REVIEW & EVALUATION	31	72.6%	5.9%	21.5%	4
_ OFFICE OF AUDIT AND EVALUATION	75	77.7%	9.1%	13.3%	6
_ OFFICE OF CHIEF OF STAFF	7	86.5%	13.5%	0.0%	2
_ OFFICE OF COUNSEL	14	55.6%	22.9%	21.5%	3
_ OFFICE OF INVESTIGATIONS	34	79.8%	5.3%	14.9%	4
_ OFFICE OF MANAGEMENT	29	80.4%	9.8%	9.8%	4

### 72. My supervisor demonstrates a commitment to workforce diversity (e.g., recruitment, promotion opportunities, development).

Organizations	N	Positive	Neutral	Negative	DNK (N)
_ Governmentwide	492,680	72.6%	18.4%	9.0%	43,274
_ Environmental Protection Agency	6,945	80.9%	13.4%	5.7%	551
_ <b>OFFICE OF INSPECTOR GENERAL</b>	<b>196</b>	<b>80.5%</b>	<b>10.6%</b>	<b>8.9%</b>	<b>17</b>
_ OFC OF SPECIAL REVIEW & EVALUATION	33	79.7%	8.7%	11.6%	2
_ OFFICE OF AUDIT AND EVALUATION	75	77.9%	11.6%	10.5%	6
_ OFFICE OF CHIEF OF STAFF	8	100.0%	0.0%	0.0%	1
_ OFFICE OF COUNSEL	14	86.7%	0.0%	13.3%	3
_ OFFICE OF INVESTIGATIONS	36	77.6%	14.2%	8.2%	2
_ OFFICE OF MANAGEMENT	30	83.6%	13.2%	3.2%	3

### 73. I have similar access to advancement opportunities (e.g., promotion, career development, training) as others in my work unit.

Organizations	N	Positive	Neutral	Negative	DNK (N)
_ Governmentwide	517,875	65.0%	15.9%	19.1%	16,670
_ Environmental Protection Agency	7,216	70.7%	13.6%	15.7%	267
_ <b>OFFICE OF INSPECTOR GENERAL</b>	<b>202</b>	<b>67.2%</b>	<b>11.5%</b>	<b>21.2%</b>	<b>11</b>
_ OFC OF SPECIAL REVIEW & EVALUATION	31	73.3%	10.1%	16.6%	4
_ OFFICE OF AUDIT AND EVALUATION	80	71.1%	11.7%	17.2%	1
_ OFFICE OF CHIEF OF STAFF	8	75.3%	0.0%	24.7%	1
_ OFFICE OF COUNSEL	16	42.7%	19.3%	38.0%	1
_ OFFICE OF INVESTIGATIONS	36	69.0%	5.7%	25.3%	2
_ OFFICE OF MANAGEMENT	31	59.9%	17.7%	22.3%	2

## Diversity, Equity, Inclusion, and Accessibility (continued)

### 74. My supervisor provides opportunities fairly to all employees in my work unit (e.g., promotions, work assignments).

Organizations	N	Positive	Neutral	Negative	DNK (N)
_ Governmentwide	507,104	69.6%	15.9%	14.4%	26,510
_ Environmental Protection Agency	6,968	75.4%	14.1%	10.5%	495
_ <b>OFFICE OF INSPECTOR GENERAL</b>	<b>194</b>	<b>75.0%</b>	<b>14.0%</b>	<b>11.0%</b>	<b>17</b>
_ OFC OF SPECIAL REVIEW & EVALUATION	30	77.2%	10.3%	12.4%	5
_ OFFICE OF AUDIT AND EVALUATION	76	79.8%	9.9%	10.3%	5
_ OFFICE OF CHIEF OF STAFF	7	85.3%	0.0%	14.7%	1
_ OFFICE OF COUNSEL	16	68.3%	14.0%	17.6%	1
_ OFFICE OF INVESTIGATIONS	37	76.0%	13.3%	10.7%	1
_ OFFICE OF MANAGEMENT	28	59.8%	33.1%	7.1%	4

### 75. In my work unit, excellent work is similarly recognized for all employees (e.g., awards, acknowledgements).

Organizations	N	Positive	Neutral	Negative	DNK (N)
_ Governmentwide	502,077	60.9%	18.1%	21.0%	32,257
_ Environmental Protection Agency	6,851	72.9%	14.7%	12.4%	632
_ <b>OFFICE OF INSPECTOR GENERAL</b>	<b>193</b>	<b>74.1%</b>	<b>16.5%</b>	<b>9.4%</b>	<b>20</b>
_ OFC OF SPECIAL REVIEW & EVALUATION	31	70.6%	23.3%	6.1%	4
_ OFFICE OF AUDIT AND EVALUATION	75	77.6%	13.5%	8.9%	6
_ OFFICE OF CHIEF OF STAFF	8	75.3%	24.7%	0.0%	1
_ OFFICE OF COUNSEL	15	68.1%	13.1%	18.8%	2
_ OFFICE OF INVESTIGATIONS	34	76.3%	8.9%	14.8%	4
_ OFFICE OF MANAGEMENT	30	68.9%	25.0%	6.1%	3

### 76. Employees in my work unit treat me as a valued member of the team.

Organizations	N	Positive	Neutral	Negative	NBJ (N)
_ Governmentwide	527,735	81.4%	11.1%	7.5%	6,014
_ Environmental Protection Agency	7,436	88.5%	7.7%	3.8%	47
_ <b>OFFICE OF INSPECTOR GENERAL</b>	<b>211</b>	<b>88.9%</b>	<b>4.4%</b>	<b>6.7%</b>	<b>2</b>
_ OFC OF SPECIAL REVIEW & EVALUATION	35	93.8%	0.0%	6.2%	0
_ OFFICE OF AUDIT AND EVALUATION	81	90.6%	2.7%	6.7%	0
_ OFFICE OF CHIEF OF STAFF	8	100.0%	0.0%	0.0%	1
_ OFFICE OF COUNSEL	17	89.2%	5.7%	5.1%	0
_ OFFICE OF INVESTIGATIONS	37	78.8%	10.8%	10.4%	1
_ OFFICE OF MANAGEMENT	33	87.8%	6.7%	5.5%	0

## Diversity, Equity, Inclusion, and Accessibility (continued)

### 77. Employees in my work unit make me feel I belong.

Organizations	N	Positive	Neutral	Negative	NBJ (N)
_ Governmentwide	526,803	77.9%	13.6%	8.5%	6,595
_ Environmental Protection Agency	7,421	85.0%	10.0%	5.0%	55
_ <b>OFFICE OF INSPECTOR GENERAL</b>	<b>211</b>	<b>85.7%</b>	<b>6.3%</b>	<b>8.0%</b>	<b>2</b>
_ OFC OF SPECIAL REVIEW & EVALUATION	35	88.2%	5.6%	6.2%	0
_ OFFICE OF AUDIT AND EVALUATION	81	87.0%	5.1%	7.9%	0
_ OFFICE OF CHIEF OF STAFF	8	100.0%	0.0%	0.0%	1
_ OFFICE OF COUNSEL	17	89.2%	0.0%	10.8%	0
_ OFFICE OF INVESTIGATIONS	37	79.0%	8.1%	12.9%	1
_ OFFICE OF MANAGEMENT	33	81.9%	12.6%	5.5%	0

### 78. Employees in my work unit care about me as a person.

Organizations	N	Positive	Neutral	Negative	NBJ (N)
_ Governmentwide	518,891	75.6%	16.1%	8.3%	14,356
_ Environmental Protection Agency	7,328	83.5%	12.4%	4.1%	148
_ <b>OFFICE OF INSPECTOR GENERAL</b>	<b>206</b>	<b>81.9%</b>	<b>11.2%</b>	<b>6.8%</b>	<b>7</b>
_ OFC OF SPECIAL REVIEW & EVALUATION	35	88.2%	5.6%	6.2%	0
_ OFFICE OF AUDIT AND EVALUATION	77	82.5%	9.2%	8.3%	4
_ OFFICE OF CHIEF OF STAFF	8	74.0%	26.0%	0.0%	1
_ OFFICE OF COUNSEL	17	89.2%	0.0%	10.8%	0
_ OFFICE OF INVESTIGATIONS	36	81.2%	10.9%	7.9%	2
_ OFFICE OF MANAGEMENT	33	73.1%	24.3%	2.6%	0

### 79. I am comfortable expressing opinions that are different from other employees in my work unit.

Organizations	N	Positive	Neutral	Negative	NBJ (N)
_ Governmentwide	523,674	73.8%	12.6%	13.6%	6,799
_ Environmental Protection Agency	7,360	79.7%	10.8%	9.5%	80
_ <b>OFFICE OF INSPECTOR GENERAL</b>	<b>208</b>	<b>81.8%</b>	<b>11.4%</b>	<b>6.9%</b>	<b>5</b>
_ OFC OF SPECIAL REVIEW & EVALUATION	35	81.8%	12.1%	6.2%	0
_ OFFICE OF AUDIT AND EVALUATION	79	84.1%	11.9%	3.9%	2
_ OFFICE OF CHIEF OF STAFF	8	100.0%	0.0%	0.0%	1
_ OFFICE OF COUNSEL	16	79.9%	6.2%	13.9%	1
_ OFFICE OF INVESTIGATIONS	37	78.7%	8.1%	13.3%	1
_ OFFICE OF MANAGEMENT	33	76.0%	18.1%	6.0%	0

## Diversity, Equity, Inclusion, and Accessibility (continued)

### 80. In my work unit, people's differences are respected.

Organizations	N	Positive	Neutral	Negative	NBJ (N)
_ Governmentwide	517,791	73.7%	15.7%	10.7%	12,414
_ Environmental Protection Agency	7,291	81.8%	11.9%	6.3%	145
_ <b>OFFICE OF INSPECTOR GENERAL</b>	<b>208</b>	<b>83.7%</b>	<b>9.9%</b>	<b>6.4%</b>	<b>5</b>
_ OFC OF SPECIAL REVIEW & EVALUATION	35	84.6%	9.3%	6.2%	0
_ OFFICE OF AUDIT AND EVALUATION	78	85.0%	9.3%	5.7%	3
_ OFFICE OF CHIEF OF STAFF	8	100.0%	0.0%	0.0%	1
_ OFFICE OF COUNSEL	17	89.2%	5.1%	5.7%	0
_ OFFICE OF INVESTIGATIONS	37	78.2%	8.5%	13.3%	1
_ OFFICE OF MANAGEMENT	33	79.0%	18.1%	2.9%	0

### 81. I can be successful in my organization being myself.

Organizations	N	Positive	Neutral	Negative	NBJ (N)
_ Governmentwide	524,357	72.9%	14.8%	12.3%	5,854
_ Environmental Protection Agency	7,381	78.9%	12.2%	8.9%	56
_ <b>OFFICE OF INSPECTOR GENERAL</b>	<b>208</b>	<b>73.9%</b>	<b>16.0%</b>	<b>10.0%</b>	<b>5</b>
_ OFC OF SPECIAL REVIEW & EVALUATION	33	83.6%	12.5%	3.9%	2
_ OFFICE OF AUDIT AND EVALUATION	78	76.0%	12.6%	11.4%	3
_ OFFICE OF CHIEF OF STAFF	9	78.0%	22.0%	0.0%	0
_ OFFICE OF COUNSEL	17	50.8%	26.5%	22.6%	0
_ OFFICE OF INVESTIGATIONS	38	76.4%	10.7%	12.9%	0
_ OFFICE OF MANAGEMENT	33	67.5%	26.7%	5.8%	0

### 82. I can easily make a request of my organization to meet my accessibility needs.

Organizations	N	Positive	Neutral	Negative	No Accessibility Needs (N)	NBJ (N)
_ Governmentwide	328,338	69.6%	19.3%	11.1%	119,219	82,121
_ Environmental Protection Agency	3,914	77.6%	14.7%	7.7%	2,068	1,466
_ <b>OFFICE OF INSPECTOR GENERAL</b>	<b>114</b>	<b>82.6%</b>	<b>16.6%</b>	<b>0.9%</b>	<b>55</b>	<b>43</b>
_ OFC OF SPECIAL REVIEW & EVALUATION	15	76.6%	23.4%	0.0%	15	5
_ OFFICE OF AUDIT AND EVALUATION	45	83.6%	14.2%	2.1%	19	17
_ OFFICE OF CHIEF OF STAFF	6	100.0%	0.0%	0.0%	0	3
_ OFFICE OF COUNSEL	8	75.4%	24.6%	0.0%	3	6
_ OFFICE OF INVESTIGATIONS	17	81.9%	18.1%	0.0%	14	7
_ OFFICE OF MANAGEMENT	23	83.1%	16.9%	0.0%	4	5

## Diversity, Equity, Inclusion, and Accessibility (continued)

### 83. My organization responds to my accessibility needs in a timely manner.

Organizations	N	Positive	Neutral	Negative	No Accessibility Needs (N)	NBJ (N)
_ Governmentwide	307,344	64.0%	24.2%	11.8%	120,489	101,427
_ Environmental Protection Agency	3,509	72.1%	19.8%	8.0%	2,092	1,838
_ <b>OFFICE OF INSPECTOR GENERAL</b>	<b>101</b>	<b>79.4%</b>	<b>18.6%</b>	<b>2.0%</b>	<b>55</b>	<b>56</b>
_ OFC OF SPECIAL REVIEW & EVALUATION	13	65.8%	34.2%	0.0%	15	7
_ OFFICE OF AUDIT AND EVALUATION	42	78.4%	16.9%	4.7%	20	19
_ OFFICE OF CHIEF OF STAFF	5	100.0%	0.0%	0.0%	1	3
_ OFFICE OF COUNSEL	7	72.4%	27.6%	0.0%	3	7
_ OFFICE OF INVESTIGATIONS	14	85.2%	14.8%	0.0%	12	12
_ OFFICE OF MANAGEMENT	20	84.1%	15.9%	0.0%	4	8

### 84. My organization meets my accessibility needs.

Organizations	N	Positive	Neutral	Negative	No Accessibility Needs (N)	NBJ (N)
_ Governmentwide	311,682	67.1%	23.1%	9.9%	123,093	94,153
_ Environmental Protection Agency	3,641	75.3%	18.5%	6.3%	2,134	1,661
_ <b>OFFICE OF INSPECTOR GENERAL</b>	<b>103</b>	<b>80.7%</b>	<b>18.1%</b>	<b>1.2%</b>	<b>56</b>	<b>53</b>
_ OFC OF SPECIAL REVIEW & EVALUATION	13	73.2%	26.8%	0.0%	14	8
_ OFFICE OF AUDIT AND EVALUATION	41	76.9%	20.0%	3.1%	20	20
_ OFFICE OF CHIEF OF STAFF	5	80.9%	19.1%	0.0%	1	3
_ OFFICE OF COUNSEL	8	75.8%	24.2%	0.0%	3	6
_ OFFICE OF INVESTIGATIONS	15	86.2%	13.8%	0.0%	14	9
_ OFFICE OF MANAGEMENT	21	90.7%	9.3%	0.0%	4	7

## Employee Experience

### 85. My job inspires me.

Organizations	N	Positive	Neutral	Negative
_ Governmentwide	531,023	59.2%	22.0%	18.8%
_ Environmental Protection Agency	7,441	69.5%	18.8%	11.7%
_ <b>OFFICE OF INSPECTOR GENERAL</b>	<b>213</b>	<b>60.7%</b>	<b>25.1%</b>	<b>14.2%</b>
_ OFC OF SPECIAL REVIEW & EVALUATION	35	61.7%	30.5%	7.7%
_ OFFICE OF AUDIT AND EVALUATION	81	67.7%	22.9%	9.4%
_ OFFICE OF CHIEF OF STAFF	9	88.5%	0.0%	11.5%
_ OFFICE OF COUNSEL	17	34.1%	24.9%	41.0%
_ OFFICE OF INVESTIGATIONS	38	52.6%	29.1%	18.3%
_ OFFICE OF MANAGEMENT	33	58.0%	27.1%	15.0%

## Employee Experience (continued)

### 86. The work I do gives me a sense of accomplishment.

Organizations	N	Positive	Neutral	Negative
_ Governmentwide	528,951	73.0%	14.2%	12.8%
_ Environmental Protection Agency	7,412	80.0%	12.1%	7.9%
_ <b>OFFICE OF INSPECTOR GENERAL</b>	<b>213</b>	<b>73.2%</b>	<b>17.1%</b>	<b>9.7%</b>
_ OFC OF SPECIAL REVIEW & EVALUATION	35	80.7%	14.0%	5.3%
_ OFFICE OF AUDIT AND EVALUATION	81	78.9%	15.9%	5.2%
_ OFFICE OF CHIEF OF STAFF	9	88.5%	0.0%	11.5%
_ OFFICE OF COUNSEL	17	56.7%	26.5%	16.8%
_ OFFICE OF INVESTIGATIONS	38	60.8%	21.1%	18.1%
_ OFFICE OF MANAGEMENT	33	69.5%	18.6%	11.9%

### 87. I feel a strong personal attachment to my organization.

Organizations	N	Positive	Neutral	Negative
_ Governmentwide	531,252	58.7%	22.6%	18.7%
_ Environmental Protection Agency	7,436	70.4%	19.0%	10.6%
_ <b>OFFICE OF INSPECTOR GENERAL</b>	<b>212</b>	<b>56.4%</b>	<b>24.2%</b>	<b>19.3%</b>
_ OFC OF SPECIAL REVIEW & EVALUATION	35	71.0%	26.2%	2.8%
_ OFFICE OF AUDIT AND EVALUATION	81	58.8%	22.3%	18.9%
_ OFFICE OF CHIEF OF STAFF	9	55.3%	44.7%	0.0%
_ OFFICE OF COUNSEL	17	47.5%	5.7%	46.7%
_ OFFICE OF INVESTIGATIONS	38	44.9%	29.2%	25.8%
_ OFFICE OF MANAGEMENT	32	52.8%	25.7%	21.5%

### 88. I identify with the mission of my organization.

Organizations	N	Positive	Neutral	Negative
_ Governmentwide	529,722	77.0%	15.7%	7.4%
_ Environmental Protection Agency	7,430	89.9%	7.2%	2.9%
_ <b>OFFICE OF INSPECTOR GENERAL</b>	<b>213</b>	<b>84.4%</b>	<b>12.2%</b>	<b>3.4%</b>
_ OFC OF SPECIAL REVIEW & EVALUATION	35	94.4%	5.6%	0.0%
_ OFFICE OF AUDIT AND EVALUATION	81	84.8%	13.6%	1.5%
_ OFFICE OF CHIEF OF STAFF	9	88.5%	11.5%	0.0%
_ OFFICE OF COUNSEL	17	81.6%	5.9%	12.5%
_ OFFICE OF INVESTIGATIONS	38	73.4%	18.8%	7.8%
_ OFFICE OF MANAGEMENT	33	85.3%	11.7%	2.9%



## Employee Experience (continued)

89. It is important to me that my work contribute to the common good.

Organizations	N	Positive	Neutral	Negative
_ Governmentwide	531,401	91.3%	6.6%	2.1%
_ Environmental Protection Agency	7,446	96.3%	3.1%	0.6%
_ <b>OFFICE OF INSPECTOR GENERAL</b>	<b>213</b>	<b>95.7%</b>	<b>3.2%</b>	<b>1.1%</b>
_ OFC OF SPECIAL REVIEW & EVALUATION	35	97.2%	2.8%	0.0%
_ OFFICE OF AUDIT AND EVALUATION	81	94.2%	4.6%	1.2%
_ OFFICE OF CHIEF OF STAFF	9	100.0%	0.0%	0.0%
_ OFFICE OF COUNSEL	17	92.5%	0.0%	7.5%
_ OFFICE OF INVESTIGATIONS	38	97.2%	2.8%	0.0%
_ OFFICE OF MANAGEMENT	33	97.0%	3.0%	0.0%

## Telework

91. Please select the response that BEST describes your current remote work or teleworking schedule.

Organizations	N	Remote Work Agreement	Telework			
			3 or More Days Per Week	1-2 Days Per Week	Only 1-2 Days Per Month	Very Infrequently
_ Governmentwide	529,973	14.2%	24.9%	16.9%	2.9%	9.7%
_ Environmental Protection Agency	7,420	13.2%	57.3%	24.1%	1.4%	2.4%
_ <b>OFFICE OF INSPECTOR GENERAL</b>	<b>212</b>	<b>14.1%</b>	<b>71.9%</b>	<b>9.7%</b>	<b>4.4%</b>	<b>0.0%</b>
_ OFC OF SPECIAL REVIEW & EVALUATION	35	9.2%	73.8%	6.5%	10.5%	0.0%
_ OFFICE OF AUDIT AND EVALUATION	80	16.3%	68.6%	12.8%	2.3%	0.0%
_ OFFICE OF CHIEF OF STAFF	9	11.3%	88.7%	0.0%	0.0%	0.0%
_ OFFICE OF COUNSEL	17	17.3%	77.6%	5.1%	0.0%	0.0%
_ OFFICE OF INVESTIGATIONS	38	5.2%	76.1%	10.9%	7.8%	0.0%
_ OFFICE OF MANAGEMENT	33	22.5%	65.9%	8.7%	2.9%	0.0%

## Telework (continued)

91. Please select the response that *BEST* describes your current remote work or teleworking schedule. (continued)

Organizations	N	Do Not Telework			
		Must Be Physically Present	Technical Issues	Not Approved to Telework	Choose Not to Telework
_ Governmentwide	529,973	20.1%	1.2%	6.0%	4.0%
_ Environmental Protection Agency	7,420	0.4%	0.2%	0.3%	0.8%
_ <b>OFFICE OF INSPECTOR GENERAL</b>	<b>212</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>
_ OFC OF SPECIAL REVIEW & EVALUATION	35	0.0%	0.0%	0.0%	0.0%
_ OFFICE OF AUDIT AND EVALUATION	80	0.0%	0.0%	0.0%	0.0%
_ OFFICE OF CHIEF OF STAFF	9	0.0%	0.0%	0.0%	0.0%
_ OFFICE OF COUNSEL	17	0.0%	0.0%	0.0%	0.0%
_ OFFICE OF INVESTIGATIONS	38	0.0%	0.0%	0.0%	0.0%
_ OFFICE OF MANAGEMENT	33	0.0%	0.0%	0.0%	0.0%

## Employment Demographics

### *Where do you work?*

Response	%
Headquarters	45.2%
Field	39.9%
Full-time telework (e.g., home office, telecenter)	14.9%

### *What is your supervisory status?*

Response	%
Senior Leader	3.9%
Manager	7.7%
Supervisor	18.4%
Team Leader	7.7%
Non-Supervisor	62.3%

### *What is your pay category/grade?*

Response	%
Federal Wage System	0.0%
GS 1-6	0.5%
GS 7-12	15.0%
GS 13-15	82.0%
Senior Executive Service	2.4%
Senior Level (SL) or Scientific or Professional (ST)	0.0%
Other	0.0%

### *What is your US military service status?*

Response	%
No Prior Military Service	75.7%
Currently in National Guard or Reserves	1.9%
Retired	6.8%
Separated or Discharged	15.5%

Note: Percentages for demographic questions are unweighted.

## Employment Demographics (continued)

### ***Are you:***

Response	%
The spouse of a current active duty service member of the U.S. Armed Forces	0.0%
The spouse of a service member who retired or separated from active duty in the U.S. Armed Forces with a disability rating of 100 percent	1.0%
The widow(er) of a service member killed while on active duty in the U.S. Armed Forces	0.0%
None of the categories listed	99.0%

### ***Have you been hired under the Military Spouse Non-Competitive Hiring Authority?***

Response	%
Yes	0.0%
No	100.0%

*Note: If the response to the previous question on if you are a military spouse was "None of the categories listed," this item was skipped.*

### ***How long have you been with the Federal Government (excluding military service)?***

Response	%
Less than 1 year	3.4%
1 to 3 years	10.1%
4 to 5 years	7.2%
6 to 10 years	8.7%
11 to 14 years	20.3%
15 to 20 years	16.4%
More than 20 years	33.8%

### ***How long have you been with your current agency (for example, Department of Justice, Environmental Protection Agency)?***

Response	%
Less than 1 year	8.2%
1 to 3 years	25.6%
4 to 5 years	8.7%
6 to 10 years	5.8%
11 to 14 years	17.9%
15 to 20 years	11.1%
More than 20 years	22.7%

Note: Percentages for demographic questions are unweighted.

## Employment Demographics (continued)

### *Are you considering leaving your organization within the next year, and if so, why?*

Response	%
No	65.4%
Yes, to retire	8.1%
Yes, to take another job within the Federal Government	20.9%
Yes, to take another job outside the Federal Government	2.8%
Yes, other	2.8%

### *I am planning to retire:*

Response	%
Less than 1 year	4.8%
1 year	2.9%
2 years	5.3%
3 years	6.8%
4 years	3.4%
5 years	6.8%
More than 5 years	70.0%

## Personal Demographics

### *Are you of Hispanic, Latino, or Spanish origin?*

Response	%
Yes	8.3%
No	91.7%

### *Please select the racial category or categories with which you most closely identify.*

Response	%
White	61.1%
Black or African American	26.3%
All other races	12.6%

### *What is your age group?*

Response	%
29 years and under	5.4%
30-39 years old	21.7%
40-49 years old	27.1%
50-59 years old	33.0%
60 years or older	12.8%

### *What is the highest degree or level of education you have completed?*

Response	%
Less than High School/ High School Diploma/ GED	--
Certification/ Some College/ Associate's Degree	--
Bachelor's Degree	--
Advanced Degrees (Post Bachelor's Degree)	--

*Note: All results are suppressed when any single demographic category has fewer than 4 responses.*

Note: Percentages for demographic questions are unweighted. For confidentiality reasons, percentages for the 'My Personal Demographics' questions may be suppressed. Any suppressed percentages are noted.

## Personal Demographics (continued)

### *Are you an individual with a disability?*

Response	%
Yes	13.7%
No	86.3%

### *Are you:*

Response	%
Male	49.8%
Female	50.2%

### *Are you transgender?*

Response	%
Yes	0.0%
No	100.0%

### *Which one of the following best represents how you think of yourself?*

Response	%
Straight, that is not gay or lesbian	92.0%
Gay or Lesbian	5.0%
Bisexual	--
I use a different term	--

*Note: Results are suppressed for each demographic category with fewer than 4 responses.*

Note: Percentages for demographic questions are unweighted. For confidentiality reasons, percentages for the 'My Personal Demographics' questions may be suppressed. Any suppressed percentages are noted.